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# University of California Los Alamos National Laboratory

## Transition Support

*REVISED March 29, 2006*



A Presentation of UCOP  
March 2006



Unclassified

# Today's Agenda

- Purpose of today's meeting
- Current situation
- Your decisions
- Decision support material
- Important dates
- Additional information

# Purpose of Today's Meeting

- Review your benefits going forward
- Highlight the decisions you need to make, and by when
  - Employment decision
  - UCRP-related decisions
- Remind you of available resources
- Answer your questions

# Current Situation

- NNSA has approved the benefits package
- LANS offer letter, UC decision kit should be in your hands
- Your deadline is May 15 to decide:
  - on LANS job offer
  - on UCRP options
- Both LANS and UCRP forms were included with LANS offer letter packet

# Today's Topics

- Your UCRP-related decisions
- Your CAP balance
- Your sick leave
- Your vacation time
- Retirement savings programs, including loans from 403(b)
- Available resources

# If You Are Vested in UCRP and Transfer to LANS...

- Your UCRP service credit transfers to the LANS Total Compensation Plan 1 (TCP1)
- Your future retiree medical benefits are through LANS

# If You Are NOT Vested in UCRP and Transfer to LANS...

- You may choose LANS TCP1 or TCP2
- Your UCRP service credit transfers to the plan
  - Under TCP1, it is combined with your LANS service credit to calculate your total retirement benefit
  - Under TCP2, it counts toward the service-based employer contributions
- Your future retiree medical benefits are through LANS

# If You Choose Inactive UCRP Status and Transfer to LANS...

- You maintain your benefits earned under UCRP through May 31, 2006
  - You may retire later and receive a UCRP monthly pension benefit or lump-sum cashout
- You enter TCP2
- You may retire under UCRP from age 50 onward, even if you keep working at LANS
- Your future retiree medical benefits are through LANS



# If You Choose Inactive UCRP Status and Transfer to LANS...

- If you entered UCRP before January 1, 1990 and you have had no break in service over 120 days, you are eligible for 100% of the LANS maximum contribution for retiree medical benefits under TCP1 upon retiring **provided** that:
  - You have at least 10 years of UC service credit
  - You have at least 5 years of UC service credit and retire at age 55 or later

# If You Choose Inactive UCRP Status and Transfer to LANS...

- For those who entered UCRP on or after January 1, 1990:
  - Your UCRP service credit may make you eligible for retiree medical under TCP1 rules
    - 20 years of service = 100% maximum LANS contribution
    - With 10+ years of service, eligible for proportional amount of subsidy (50% at 10 years, 55% at 11 years, 60% at 12 years, etc.)
    - If your age + years of service = 75, eligible for 50% subsidy

# If You Decide to Retire Under UCRP...

- You must decide on a monthly pension or lump-sum cashout
  - Retiree medical and dental coverage available only with monthly pension option
  - If you're eligible under UC rules, retiree medical and dental will be provided by LANS
- You must decide what to do with your CAP balance
  - Receive the cash or roll it over to an IRA or another qualified plan

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## About Your CAP Balance

- If you are retiring from UCRP, you must take your CAP
- If you elect inactive vested status in UCRP you can choose to either take your CAP or leave it with UC
- If you transition to LANS TCP1 your CAP must stay with UC until you terminate employment with LANS.

# About Your Sick Leave

- If you choose to be a transitioning LANS employee, your sick leave will automatically be transferred to LANS
- If you choose inactive status under UCRP and transfer to LANS, you may:
  - transfer your sick leave to LANS (it will not convert to service credit in UCRP), or
  - leave your sick leave with UC

*NOTE: Your sick leave will be converted to UCRP service credit only if you elect a monthly benefit and retire within 120 days of your separation; otherwise, you lose it*

# About Your Vacation Time

- The LANL Payroll Office has sent you your options in a separate mailing

# Retirement Savings Program

- Defined Contribution Plan
- Tax-Deferred 403(b) Plan
- 457(b) Deferred Compensation Plan
- Contributions end with last UC paycheck

# About Your Retirement Savings Plan Accounts

- After April 28, 2006:
  - The 403(b) Plan will not accept contribution changes, new enrollments or new loan applications
  - The 457(b) plan will not accept contribution changes or new enrollments



# Distribution Options for Retirement Savings Plan Accounts

- Distribution options depend on your balance in a particular plan
- If you have \$2,000 or more:
  - you can leave the money in the plan and
    - transfer money among investment options
    - roll money into the Plan
  - you can roll it over to another plan, including the LANS 401(k) plan

# Distribution Options for Retirement Savings Plan Accounts

- If you have less than \$2,000:
  - receive the money or
  - roll it over into an eligible plan, including the LANS 401(k) plan
- If you provide no direction and your balance is less than \$2,000, it will be:
  - automatically transferred to an IRA and held for you (balance between \$1,000 and \$2,000)
  - sent to you in a check (if balance is less than \$1,000)

# If You Have a 403(b) Plan Loan

- After May 31, 2006 your options are:
  - repay the outstanding balance in full, or
  - arrange monthly electronic funds transfers with FITSCo.
- *NOTE: Loan repayment terms will not change. Contact FITSCo at:*

[www.netbenefits.fidelity.com](http://www.netbenefits.fidelity.com), or

1-866-682-7787

# Important Dates

- April 28: Last day to change 403(b) and 457(b) contributions and to request 403(b) loan
- May 15: Employees decisions due
- May 31: Last day as UC employee
- June 1: Your first day as a LANS employee and/or UCRP retiree

# Return Your UC Decision Form to LANS

- This is included in the LANS offer letter packet
- On this form, you indicate your decisions about:
  - Whether to transfer, become inactive, or retire
  - Your sick leave (if you go inactive)
- LANS will notify UC of your decisions

# How UC Will Support the Decision Process

## April

- Group PRP workshops

## April 10-14 and April 24-28

- Supplemental 1-on-1 election appointments for retiring employees

# Available Web Resources

***For transition issues***

[www.transition.lanl.gov](http://www.transition.lanl.gov)

***For information on LANS benefits:***

[www.lansllc.com](http://www.lansllc.com)

***For local benefits information***

LANL Benefits Office website:

[www.lanl.gov/worklife/benefits/index.shtml](http://www.lanl.gov/worklife/benefits/index.shtml)

# Available Web Resources

***For Retirement Handbook and other UC materials***

At Your Service website [atyourservice.ucop.edu](http://atyourservice.ucop.edu)

***For questions about DC Plan, 403(b) Plan, 457(b) Plan, 403(b) loans***

Retirement Savings Program website at  
[www.netbenefits.fidelity.com](http://www.netbenefits.fidelity.com)



# Available Call Centers

- *For LANL-related questions:*
  - E-mail: [benefits@lanl.gov](mailto:benefits@lanl.gov)
  - Phone: 505-667-1806; 877-667-1806
  - Fax: 505-667-2156
  - Location: TA-3, Otowi Building 261  
2<sup>nd</sup> Floor  
Mail Stop 280
  - Hours: 8 a.m.-4 p.m.; Tues. 10 a.m.-4 p.m.

# Questions?